

Message

From: Clemmer, Jill (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=MASSMAIL-01/CN=RECIPIENTS/CN=JILL.CLEMMER]
Sent: 6/30/2009 11:45:54 AM
To: Boyd, Rozelta (DPH) [/O=COMMONWEALTH OF MASSACHUSETTS/OU=MASSMAIL-01/CN=RECIPIENTS/CN=Rozelta.Boyd]
Subject: RE: Voluntary layoff

Rozelta - Let me know if you still want to meet about your employment status. Like I said earlier, I do believe that Management has the final say on granting incentives. Please feel free to contact Mike Lawler directly, our union steward, if you think there a grievance to discuss. I imagine that our phone tag has been frustrating... Jill

-----Original Message-----

From: Boyd, Rozelta (DPH)
Sent: Wednesday, June 24, 2009 6:30 PM
To: Clemmer, Jill (DPH); 'Rozelta Boyd'
Cc: 'Lawler, Michael (DPH)'; Corkren, Edward (DPH); Salemi, Charles (DPH); 'jdorant@moses-ma.org'; 'Ann Looney'
Subject: RE: Voluntary layoff

I am available to meet with you tomorrow. I have first hand knowledge of 2 lab people that were approved for the voluntary layoff. The third person that I know was approved works in this building but I am not sure if they work for UMASS or DPH.

I will leave my cell phone number on your lab answering machine so that you can reach me ASAP.

Thank you,

Rozelta.

-----Original Message-----

From: Clemmer, Jill (DPH)
Sent: Wednesday, June 24, 2009 8:53 AM
To: Rozelta Boyd; Boyd, Rozelta (DPH)
Cc: Lawler, Michael (DPH); Corkren, Edward (DPH); Salemi, Charles (DPH); jdorant@moses-ma.org; Ann Looney
Subject: RE: Voluntary layoff

Hi Rozelta -

I think that we need to meet, so that I can better understand what you want to happen and why that hasn't happened so far. We may need to request a meeting with HR, after that. I copied our union steward and other BOD members to get their input. I'm not well versed in all HR policies, but I have heard mention of no terminal VACs (although, I think VAC can be used in conjunction with retirement). The voluntary layoffs are subject to approval - I believe that all DPH requests of this nature were denied.

I am busy this morning, but can meet this afternoon or tomorrow. If you are currently at home, please call my lab # and leave your home number so that I can reach you there.

Jill

Jill Clemmer
Laboratory Supervisor
Analytical Chemistry Division
Environmental Chemistry Laboratory
State Laboratory Institute
305 South St., room 309
Jamaica Plain, MA 02130
617-983-6657
617-983-6662 FAX
jill.clemmer@state.ma.us

-----Original Message-----

From: Rozelta Boyd [mailto: [REDACTED]]
Sent: Tuesday, June 23, 2009 12:18 AM
To: Clemmer, Jill (DPH); Joe Dorant
Cc: Boyd, Rozelta (DPH)
Subject: Voluntary layoff

Good Morning,

I submitted paperwork for voluntary layoff approximately six weeks ago. Two weeks after my submission, I sent an email to human resources asking how long it usually takes for a response. During this time I had submitted a slip for vacation. I received a verbal response stating that I could not take a terminal vacation if I am going to be laid off. I rearranged my schedule left for a 6 day vacation. When I returned from vacation, approximately 3 weeks after I submitted my paperwork, I received a letter in the mail informing me that my application for voluntary layoff was denied. No reason was given.

On Friday, June 19th, I put in a slip for an extended vacation. I was told that if this was going to be a terminal vacation I would have to submit something in writing. I sent an email on Friday evening stating that I would not be returning to the State Lab after Tuesday, June 30th and that I would be using my remaining vacation time for the month of July. Monday morning I was told that my submission is not valid because it was an email (no signature) and that Human Resources would rather I be removed from the payroll for the new fiscal year. They would like me to terminate my employment on the 30th of June and they would pay me out for my vacation.

My questions are:

- If they want me to terminate my employment completely on June 30th, why deny the incentive?

- Can they pressure me to leave at their convenience?

- Can a terminal vacation be denied when I know terminal vacations have been granted before?

I am considering resubmitting the paperwork for the voluntary layoff. Any information you have would be greatly appreciated.

Thank you for your time and attention.

Rozelta Boyd.